



Building Fair and Productive Workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program**, is published twice a month. It provides wage and non wage information from collective bargaining in Canada and updates on industrial relations issues.

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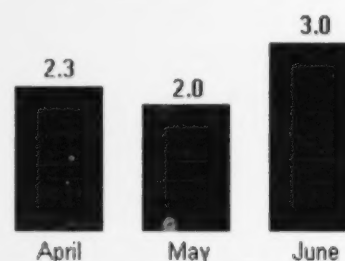
Wage Settlements

Covering 500 or More Employees

June 2008

Base-rate wage increases from major collective bargaining settlements reached in June 2008 averaged 3.0% annually over the contract term. The results for June are based on a review of the 27 settlements reached in the period and cover 46,580 employees.

Percentage Wage Adjustments in Major Settlements by Month



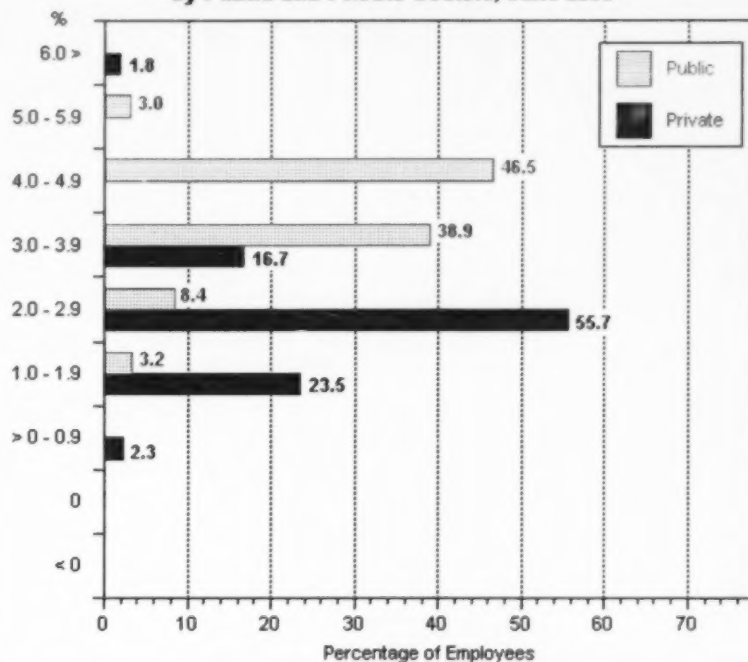
When the parties to these settlements previously negotiated, contract duration averaged 43.2 months compared to the current average contract duration of 48.3 months and the resulting wage adjustments averaged 2.5%, compared to the 3.0% in their current round of settlements.

Wage adjustments in June settlements varied widely, ranging from a low of 0.8% (Saputo Boulangerie inc. in Quebec), to a high of 7.2% (Initial Security Services in Manitoba).

Wage adjustments in the public sector averaged 3.8% for 18,910 employees in 16 agreements. Private-sector wage adjustments averaged 2.4% for 27,670 employees in 11 settlements. The relatively larger public-sector average was influenced in part by 2 Alberta education-sector agreements (Calgary Board of Education at 4.8% and University of Alberta at 4.5%). In the private sector, the average wage adjustment was influenced in part by an agreement in Ontario with

Canada

Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, June 2008



A & P Canada Inc. at 1.5% and another in Quebec with the Association Provinciale des Agences de Sécurité at 2.4%; there has been an apparent moderation in the size of adjustments in 2008, originating mainly from the Ontario and Quebec manufacturing and retail trade sectors.

The largest concentration of employees (49.5%) was in Ontario where wage adjustments averaged 2.5%. The second largest concentration of employees (22.2%) was in Quebec, where wage adjustments averaged 2.4%. The largest average adjustments were in the western provinces, with Manitoba at 7.2%, and Alberta at 4.6%. The Government of Nunavut settled with its office and technical employees for a wage increase averaging 4.4% over 4 years. Wage adjustments in the federal jurisdiction averaged 2.2%.

On an industry basis, average wage adjustments ranged from 1.5% in manufacturing to 4.0% in education, health, and social services. The second lowest average was recorded in the wholesale and retail trade sector at 1.7% and the second highest figure was in public administration at 3.7%. The largest concentration of employees (33.3% of all employees in June settlements) was in the finance, real estate, and professional services sector where wage adjustments averaged 2.8%.

Average Annual Percentage Wage Adjustments by Month

	2008		
	April	May	June
Sectors			
Public Sector	2.5	3.4	3.8
Private Sector	2.1	1.3	2.4

	2008		
	April	May	June
All Industries/Jurisdictions			
Average Annual Adjustment	2.3	2.0	3.0
Non-COLA	2.3	2.8	3.0
COLA	2.3	1.0	0.8
First-Year Adjustment	2.2	1.6	3.1
Non-COLA	2.2	3.0	3.2
COLA	2.2	0.0	0.0
Industries			
Primary Industries	-	-	3.4
Utilities	3.0	-	-
Manufacturing	2.4	1.1	1.5
Wholesale and Retail Trade	2.0	1.2	1.7
Transportation	-	2.9	2.1
Information and Culture	2.3	1.9	2.3
Finance and Professional Services	-	-	2.8
Education, Health and Social Services	2.6	4.2	4.0
Entertainment and Hospitality	0.9	3.0	-
Public Administration	3.1	3.1	3.7
Jurisdictions			
Newfoundland and Labrador	-	5.0	-
Nova Scotia	-	2.9	-
New Brunswick	3.0	-	-
Quebec	2.2	2.4	2.4
Ontario	2.2	1.2	2.5

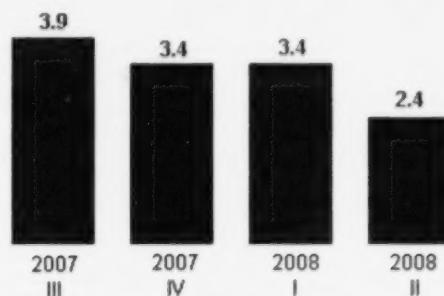
	2008		
	April	May	June
Manitoba	2.6	-	7.2
Alberta	-	4.9	4.6
British Columbia	3.5	-	3.3
Territories	-	-	4.4
Federal Jurisdiction	2.3	2.6	2.2

Second Quarter 2008

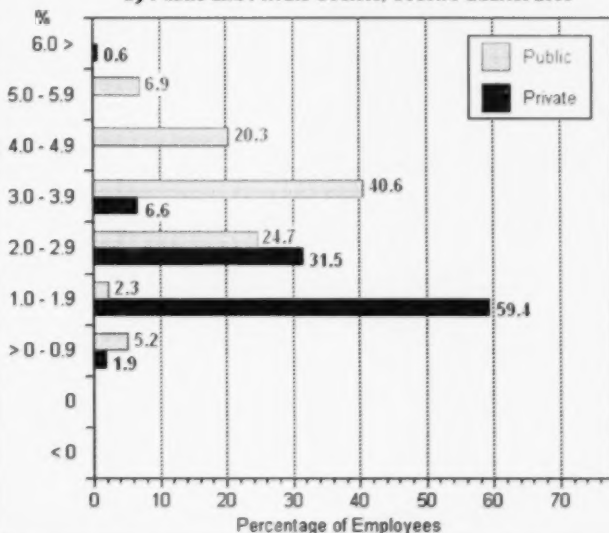
Major collective bargaining settlements reached in the second quarter 2008 provided base-rate wage adjustments averaging 2.4% annually over the contract term, lower than the 3.4% figure in the first quarter. The results for the second quarter are based on a review of 65 settlements and cover 138,140 employees.

When the parties to these second quarter settlements previously negotiated, the resulting wage adjustments averaged 2.6%, fractionally higher than in their current settlements. Contract duration in the second quarter 2008 averaged 43.7 months, compared to 40.0 months in the previous round of settlements.

Percentage Wage Adjustments in Major Settlements by Quarter



Percentage Distribution of Employees by Size of Wage Adjustment, by Public and Private Sectors, Second Quarter 2008



Wage adjustments in the public sector averaged 3.3% for 58,080 employees in 36 agreements; private-sector wage adjustments averaged 1.7% for 80,060 employees in 29 agreements. The lower average wage adjustment in the private sector was due in large part to the auto-sector settlements. The major auto-sector agreements in Ontario exerted downward pressure on the aggregate wage figure by providing 29,180 employees with wage adjustments averaging 1.0% over 3 years. Overall, lower wage adjustments in the manufacturing, retail trade, and entertainment and hospitality sectors largely influenced the decline in private-sector wage adjustments. In the public sector, the relatively higher wage adjustment figure was due in part to the education, health, and social services sector with wage adjustments averaging 3.8%.

On a jurisdiction basis, wage adjustments ranged from a low of 1.8% in Ontario, to a high of 5.0% in Newfoundland and Labrador. The largest concentration of employees (57.2%) was also in Ontario. The manufacturing sector in Ontario averaged an increase of 1.1% (due in large part to the auto-sector agreements). The second largest average wage adjustment was recorded in Alberta at 4.7%. Wage increases in the federal jurisdiction averaged 2.6%.

On an industry basis, wage adjustments ranged from a low of 1.1% in the manufacturing sector to a high of 3.8% in the education, health, and social services sector. The second lowest average adjustment was in the entertainment and hospitality sector, at 1.2%. The second largest average adjustment was in primary industries, at 3.4%. The largest concentration of agreements (29.2%) was in the education, health sector, and social services sector and the largest concentration of employees (24.5%) was in the manufacturing sector.

To date in 2008 (January through June), wage adjustments averaged 2.9%. Public-sector wage adjustments in this time period averaged 3.2% and private-sector adjustments averaged 2.5%.

Average Annual Percentage Wage Adjustments by Quarter

	2007		2008	
	3 rd	4 th	1 st	2 nd
Sectors				
Public Sector	4.1	3.4	3.2	3.3
Private Sector	3.7	3.2	3.9	1.7
All Industries/Jurisdictions				
Average Annual Adjustment	3.9	3.4	3.4	2.4
Non-COLA	3.6	3.4	3.3	2.8
COLA	4.8	3.4	5.1	1.4
First-Year Adjustment	3.9	4.0	3.3	2.2
Non-COLA	3.6	3.9	3.2	2.9
COLA	4.9	4.6	5.6	0.5
Industries				
Primary Industries	5.5	-	4.8	3.4
Utilities	4.2	4.4	3.3	3.0
Construction	3.9	3.4	5.8	-
Manufacturing	4.2	2.8	1.1	1.1

	2007		2008	
	3 rd	4 th	1 st	2 nd
Wholesale and Retail Trade	1.9	-	4.6	1.7
Transportation	2.9	3.1	3.2	2.9
Information and Culture	2.0	3.4	2.0	2.1
Finance and Professional Services	2.3	4.2	2.0	2.8
Education, Health, and Social Services	4.6	3.9	3.5	3.8
Entertainment and Hospitality	3.5	2.5	-	1.2
Public Administration	3.8	3.2	2.1	3.3
Jurisdictions				
Newfoundland and Labrador	-	3.2	-	5.0
Prince Edward Island	-	-	3.0	-
Nova Scotia	2.9	2.9	3.5	2.9
New Brunswick	-	-	4.0	3.0
Quebec	2.1	3.1	2.4	2.4
Ontario	3.2	2.9	3.0	1.8
Manitoba	3.1	3.8	4.1	3.3
Saskatchewan	3.9	4.2	2.3	-
Alberta	5.1	4.5	4.0	4.7
British Columbia	3.3	2.9	3.3	3.4
Territories	-	-	-	4.4
Multiprovince	3.6	2.9	-	-
Federal Jurisdiction	2.6	3.3	3.4	2.6

Average Annual Percentage Wage Adjustments by Year

	2005	2006	2007	2008
Sectors				
Public Sector	2.3	2.6	3.4	3.2
Private Sector	2.4	2.2	3.1	2.5
All Industries/Jurisdictions				
Average Annual Adjustment	2.3	2.5	3.3	2.9
Non-COLA	2.3	2.5	3.3	3.1
COLA	2.4	2.7	3.4	1.9
First-Year Adjustment	2.1	2.4	3.8	2.8
Non-COLA	2.1	2.4	3.9	3.1
COLA	2.6	2.7	3.5	1.2
Industries				
Primary Industries	3.0	2.7	4.6	4.4
Utilities	2.6	2.3	3.8	3.0
Construction	2.5	3.6	3.3	5.8
Manufacturing	2.4	2.3	2.4	1.1
Wholesale and Retail Trade	2.0	1.2	2.4	2.8
Transportation	2.9	2.1	2.7	3.1
Information and Culture	2.4	2.5	3.0	2.1
Finance and Professional Services	2.3	2.5	3.5	2.8
Education, Health and Social Services	2.1	2.6	3.5	3.5
Entertainment and Hospitality	1.9	2.9	3.3	1.2
Public Administration	2.5	2.8	3.5	2.6
Jurisdictions				
Newfoundland and Labrador	2.0	1.7	1.5	5.0
Prince Edward Island	2.5	2.7	2.8	3.0
Nova Scotia	3.3	3.2	3.0	3.4

	2005	2006	2007	2008
New Brunswick	3.0	3.0	2.4	3.7
Quebec	1.6	2.0	3.2	2.4
Ontario	2.7	2.5	3.0	2.3
Manitoba	3.0	2.6	3.0	3.9
Saskatchewan	2.0	2.1	4.1	2.3
Alberta	3.0	3.4	4.9	4.2
British Columbia	0.5	2.5	3.0	3.3
Territories	3.0	3.1	3.0	4.4
Multiprovince	4.9	3.8	4.0	-
Federal Jurisdiction	2.6	2.3	2.9	2.9

Note: Data for 2008 cover the months of January through June.

**Public and Private Sector Percentage Wage Adjustments,
a Chronological Perspective since 1988**

Year	Public	Private	Both Sectors
1988	4.0	5.0	4.4
1989	5.2	5.2	5.2
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5

Year	Public	Private	Both Sectors
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.4	2.3
2006	2.6	2.2	2.5
2007	3.4	3.1	3.3
2008	3.2	2.5	2.9

Note: Data for 2008 cover the months of January through June.

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

Enquiries: http://www.hrsdc.gc.ca/en/lp/wid/contact/contact_us.shtml

OTHER DETAILED TABLES

Other detailed tables include the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries. The data is available at [other detailed tables](#) (PDF format, 325kb).

Major Settlements Reached in June 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Teck Cominco Metals Ltd. Trail, British Columbia United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) plant and maintenance employees	1,110	3.4	48.0	May 31, 2012
1 agreement	1,110	3.4	48.0	
Manufacturing				
Bombardier Transport La Pocatière, Quebec Fédération de la métallurgie (CSN) production employees	500	2.4	48.0	Sep 30, 2011
Saputo Boulangerie inc. Sainte-Marie-de-Beauce, Quebec Bakery, Confectionery, Tobacco Workers and Grain Millers International Union (AFL-CIO/CLC) plant and maintenance employees	640	0.8*	60.0	Dec 31, 2012
2 agreements	1,140	1.5	54.7	
Wholesale and Retail Trade				
A & P Canada Inc., Food Basics Franchisees province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) retail employees	6,500	1.5	57.2	Mar 31, 2012
Pharma Plus Drugmarts Ltd. province-wide, Ontario United Food and Commercial Workers Canada (CtW/CLC) retail employees	2,100	2.2	36.0	Jan 04, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Société des alcools du Québec province-wide, Quebec Syndicat du personnel technique et professionnel de la Société des alcools du Québec (Independent-natl.) technical employees	600	1.8	117.0	Mar 31, 2013
3 agreements	9,200	1.7	56.1	
Transportation				
Government of Canada Canada-wide, Multiprovince Canadian Merchant Service Guild (Independent-natl.) ship's officers	980	2.1	60.0	Mar 31, 2011
1 agreement	980	2.1	60.0	
Information and Culture				
MTS Allstream Inc. province-wide, Manitoba Communications, Energy and Paperworkers Union of Canada (CLC) telephone operators; office employees	1,300	2.3	36.0	Dec 20, 2010
1 agreement	1,300	2.3	36.0	
Finance and Professional Services				
Association Provinciale des Agences de Sécurité province-wide, Quebec United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) security guards	8,020	2.4	71.9	Jul 01, 2013
Garda Canada Security Corporation province-wide, Manitoba United Food and Commercial Workers Canada (CtW/CLC) security guards	500	7.2	36.0	Jun 30, 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Garda Security Group Inc. Southern Region, Ontario; Ottawa, Ontario; and Toronto, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) security guards	1,500	3.3	48.0	Jun 30, 2011
Garda Security Group Inc. Southern Region, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) security guards	2,000	3.3	48.0	Jun 30, 2011
Securitas Canada Ltd. province-wide, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC) security guards	3,500	2.6	48.0	Jun 30, 2011
5 agreements	15,520	2.8	60.0	
Education, Health, and Social Services				
Bluewater Health Sarnia, Ontario; and Petrolia, Ontario Service Employees International Union (CtW/CLC) health service employees; office employees	600	2.8	36.0	Oct 10, 2009
Calgary Board of Education Calgary, Alberta Calgary Board of Education Staff Association (Independent-local) office employees; technical employees	3,500	4.8	24.0	Aug 31, 2010
Catholic District School Board of Eastern Ontario Smiths Falls, Ontario Canadian Union of Public Employees (CLC) office employees and technicians	500	3.7	12.0	Aug 31, 2008

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Ottawa-Carleton District School Board Ottawa, Ontario Ontario Secondary School Teachers' Federation (CLC) administrative and support employees	610	3.0	12.0	Aug 31, 2008
Ottawa-Carleton District School Board Ottawa, Ontario Ontario Secondary School Teachers' Federation (CLC) custodial employees	660	3.0	12.0	Aug 31, 2008
Ottawa-Carleton District School Board Ottawa, Ontario Ontario Secondary School Teachers' Federation (CLC) teaching assistants	590	3.0	12.0	Aug 31, 2008
Queen's University Kingston, Ontario Queen's University Faculty Association (Independent-local) professors; librarians	1,470	3.2	36.0	Apr 30, 2011
Thames Valley District School Board London, Ontario Canadian Union of Public Employees (CLC) educational services employees	1,100	3.0	48.0	Aug 31, 2012
Université du Québec en Outaouais Gatineau, Quebec Fédération nationale des enseignantes et des enseignants du Québec (CSN) lecturers	570	5.1	41.0	May 31, 2010
University of Alberta Edmonton, Alberta Association of Academic Staff: University of Alberta (Independent-local) professors; librarians; faculty employees	3,200	4.5	36.0	Jun 30, 2011
10 agreements	12,800	4.0	29.6	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann.% Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
City of Prince George Prince George, British Columbia Canadian Union of Public Employees (CLC) inside and outside employees	500	3.0	60.0	Dec 31, 2012
Government of Nunavut Iqaluit, Nunavut Public Service Alliance of Canada (CLC) office employees and technicians	2,100	4.4	48.0	Sep 30, 2010
London Police Services Board London, Ontario London Police Association (Independent-local) police officers	600	3.2	36.0	Dec 31, 2010
Regional Municipality of Durham Whitby, Ontario Canadian Union of Public Employees (CLC) inside employees	1,330	3.3	36.0	Mar 31, 2011
4 agreements	4,530	3.7	44.2	
Agreements with COLA - 1 agreement	640	0.8	60.0	
Agreements without COLA - 26 agreements	45,940	3.0	48.1	
All Agreements - 27 agreements	46,580	3.0	48.3	

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the [Technical Notes](#) (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

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Current and Upcoming Key Negotiations covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction				
Public Sector				
Government of Canada	Various unions	135,830	ARB/MED/B	Mar 06-Jan 08
Canada Revenue Agency	PIPSC	9,490	ARB	Oct 07
Canada Border Services Agency	PSAC	8,960	B	Jun 07
Canadian Food Inspection Agency	PIPSC/PSAC	4,340	B/ARB	Jun/Dec07
Parks Canada	PSAC	4,320	MED	Aug 07
National Research Council of Canada	PIPSC/RCEA	3,630	B	Jul 07/Apr 08
Government of Nunavut	PSAC	2,100	MED	Sep 06
City of Ottawa - OC Transpo	ATU	2,000	CO	Mar 08
Marine Atlantic	CAW Canada	780	B	Dec 07
Private Sector				
Saskatchewan Wheat Pool operating as Viterra	Grain Services Union	850	PCB/WS	Jan 08
Provincial and Territorial Jurisdictions				
Public Sector				
Ontario Catholic District School Boards	OECTA	33,310	B	Aug 08
Ontario Boards of Education	CUPE	32,340	B	Aug/Dec 08
Health Boards of Alberta	AUPE	20,000	B/MED/TENT	Mar 08
City of Montréal	Various unions	15,350	B/ARB	Dec 06
Government of Newfoundland and Labrador	NAPE	14,185	B	Mar 08
Regional Health Authorities of Manitoba	CUPE	11,000	B	Mar 08
Government of Nova Scotia	Nova Scotia Teachers Union	10,500	B	Jul 08

Employer	Union	Employees	Status*	Expiry Month
Toronto Transit Commission	ATU	8,400	MED-ARB	Mar 08
Toronto Police Services Board	Toronto Police Association	7,310	MED	Dec 07
Government of New Brunswick	Teachers	7,280	B	Feb 08
College Compensation and Appointments Council	OPSEU	6,000	B/MED	Aug 08
Government of Newfoundland and Labrador	Nurses	4,800	CO	Jun 08
City of Québec	Various unions	4,530	B/ARB	Dec 06
Government of New Brunswick	Nurses	4,390	B	Dec 07
York University	CUPE/York University Staff Association	3,600	B	Jul/Aug 08
Conseils scolaires catholiques de langue française	Association des enseignantes et enseignants franco-ontariens	3,400	B	Aug 08
Council of Academic Hospitals of Ontario	Professional Association of Internes and Residents of Ontario	3,100	B	Jun 08
Red Cross - Community Health Services (Ont.)	SEIU	3,000	B	Jul 08
Société de transport de Montréal	CSN	2,200	CO	Jan 07
City of Winnipeg	Firefighters	880	ARB	Dec 07
Prince Edward Island Department of Health	Nurses	790	B	Mar 08

Private Sector

Canada Safeway (B.C.)	UFCW	9,850	B	Mar 08
Real Canadian Superstores (Alta.)	UFCW	8,150	MED	Aug 06
Catalyst Paper Corp. (B.C.)	CEP	2,100	B	Apr 08

* ARB - Arbitration
 B - Bargaining
 B/WS - Bargaining after work stoppage
 CO - Conciliation
 MED - Mediation
 M/WS - Mediation after work stoppage

PAB - Post-arbitration bargaining
 PCB - Post-conciliation bargaining
 PMB - Post-mediation bargaining
 TENT - Tentative settlement
 WS - Work stoppage

Upcoming Key Negotiations

Employer	Union	Employees	ExpiryMonth
Ontario Boards of Education	ETFO/OSSTF	101,790	Aug 08
Saskatchewan Association of Health Organizations	CUPE/SEIU/SGEU	24,800	Mar 08
University of Toronto	CUPE/Steelworkers	9,140	Apr/Jun 08
Government of Newfoundland and Labrador	Teachers	7,000	Aug 08
Ottawa Police Services Board	Ottawa Police Association	1,680	Dec 07
Inco (Man.)	Steelworkers	1,100	Sep 08

Major Work Stoppages

involving 500 or more employees, from **July 18 to August 7, 2008.**

An updated weekly report and a full year-to-date listing are available at [Major Work Stoppages](#).

Employer, Location, Union and Employees	Issues	Starting	Ending
Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation Montréal, Quebec Fédération du commerce inc. (CSN) 600 hotel employees	Wages, working conditions, and benefits	Aug 5/2008	
OLG Brantford Casino Brantford, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) 675 casino employees	Not available	Jun 1/2008	Aug 2/2008

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Workplace Innovative Practices—2nd Quarter 2008
- Etc.

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you apprised of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as: negotiated wage data, benefits, working conditions, work stoppages, labour organizations, union membership, innovative workplace practices, labour standards, occupational safety and health, labour management partnerships, employment equity, and international and intergovernmental labour affairs.

The Strategic Policy, Analysis, and Workplace Information Directorate offers more information than what is provided in this issue; go to <http://www.hrsdc.gc.ca/en/lp/wid/info.shtml> for a complete listing of products and services.

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